

at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

Furthermore, as acknowledged by the Office Action at page 3, Haq does not describe nor suggest selecting at least one candidate to interview. Applicants respectfully traverse the suggestion included in the Office Action that it would have been obvious to one of ordinary skill in the art at the time of the invention was made to select candidates to interview based on the teaching of Haq.

Haq describes a system and method for human resource skill management, training, career development, and deployment, linking specialties, job functions, skill sets, and experience/training profiles. The method uses skill templates that allow for systematic evaluation of employee skills. A weighting system is also used to establish the relative significance of various skills. Skills are sub-classified as per technology. Assessment of employee suitability for a project is based on quantitative evaluation and not on a subjective consideration. Skills assessment metrics are also described.

Claim 1 recites a method for determining candidates to interview that includes “providing pre-determined desired qualities for a candidate, the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills...generating a database including at least one characteristic for each individual...normalizing the characteristics, normalizing includes comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison...displaying results for each individual based on the normalized characteristics...and selecting at least one candidate to interview.”

Haq does not describe nor suggest a method for determining candidates to interview as recited in Claim 1. More specifically, Haq does not describe nor suggest a method for determining candidates to interview that includes providing pre-determined desired qualities for

a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

Rather, Haq describes a method of optimizing the assignment of employees to positions based upon a multi-factored analysis and database. Although Haq mentions at column 3, lines 23-27 that employees are categorized as per their area of specialty (e.g., RF Engineers, Project Managers, Design Engineers, Software Engineers etc.); that each specialty has specific roles that it can assume for the accomplishment of a project; that there is also a certain skill set associated with each specialty that basically defines that specialty; and that to perform each of the roles/responsibilities a certain combination of skills would be required out of the comprehensive skill list for a specialty, Haq does not describe nor teach providing pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills. In other words, Haq describes a method for determining what specific skills are needed to perform a job function, and, in contrast to the present invention, does not describe nor teach providing pre-determined desired qualities for a candidate. Accordingly, Applicants respectfully submit that Claim 1 is patentable over Haq.

For the reasons set forth above, Claim 1 is submitted to be patentable over Nadkarni.

Claims 2-5 depend, directly or indirectly, from independent Claim 1. When the recitations of Claims 2-5 are considered in combination with the recitations of Claim 1, Applicants submit that dependent Claims 2-5 likewise are patentable over Haq.

Claim 6 recites a selection system for determining candidates to interview that includes "a database comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills...a processor programmed to...normalize the characteristics by comparing the at least one characteristic to a related pre-

determined desired quality, and assigning a value to the at least one characteristic based on the comparison...and display results for each candidate based on normalized characteristics."

Haq does not describe nor suggest a selection system for determining candidates to interview as recited in Claim 6. More specifically, Haq does not describe nor suggest a selection system for determining candidates to interview that includes a database having at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

Rather, Haq describes a method of optimizing the assignment of employees to positions based upon a multi-factored analysis and database. Although Haq mentions at column 5, lines 35-36 that the system enables employees to assess what specific skills are needed to perform a job function, Haq does not describe nor teach a database having pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills. Accordingly, Applicants respectfully submit that Claim 6 is patentable over Haq.

For the reasons set forth above, Claim 6 is submitted to be patentable over Haq.

Claims 7-11 depend, directly or indirectly, from independent Claim 6. When the recitations of Claims 7-11 are considered in combination with the recitations of Claim 6, Applicants submit that dependent Claims 7-11 likewise are patentable over Haq.

Claim 12 recites an apparatus for screening candidates to interview that includes a processor having a memory and programmed to "generate a database comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills...normalize the characteristics by comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one

characteristic based on the comparison...and display results for each candidate based on normalized characteristics."

Haq does not describe nor suggest an apparatus for screening candidates to interview as recited in Claim 12. More specifically, Haq does not describe nor suggest an apparatus for screening candidates to interview that includes a database having at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

Rather, Haq describes a method of optimizing the assignment of employees to positions based upon a multi-factored analysis and database. Although Haq discusses a system that enables employees to assess what specific skills are needed to perform a job function, Haq does not describe nor teach a database having pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills. Accordingly, Applicants respectfully submit that Claim 12 is patentable over Haq.

For the reasons set forth above, Claim 12 is submitted to be patentable over Haq.

Claims 13-18 depend, directly or indirectly, from independent Claim 12. When the recitations of Claims 13-18 are considered in combination with the recitations of Claim 12, Applicants submit that dependent Claims 13-18 likewise are patentable over Haq.

Furthermore, Applicants respectfully submit that the Section 103 rejection of the presently pending claims is not a proper rejection. As is well established, the mere assertion that it would have been obvious to one of ordinary skill in the art to have modified Haq to obtain the claimed recitations of the present invention does not support a *prima facie* obvious rejection. Rather, each allegation of what would have been an obvious matter of design choice must always be supported by citation to some reference work recognized as standard in the pertinent art and

the Applicants given the opportunity to challenge the correctness of the assertion or the notoriety or repute of the cited reference. Applicants have not been provided with the citation to any reference supporting the combination made in the rejection. The rejection, therefore, fails to provide the Applicants with a fair opportunity to respond to the rejection, and fails to provide the Applicants with the opportunity to challenge the correctness of the rejection.

For at least the reasons set forth above, Applicants respectfully request that the 35 U.S.C. § 103(a) rejection of Claims 1-18 be withdrawn.

In view of the foregoing amendments and remarks, all the claims now active in this application are believed to be in condition for allowance. Reconsideration and favorable action is respectfully solicited.

Respectfully Submitted,



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IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

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For: METHODS AND APPARATUS :  
FOR SELECTING :  
CANDIDATES TO INTERVIEW :

**SUBMISSION OF MARKED UP CLAIMS**

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Commissioner for Patents  
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Submitted herewith are Marked Up Claims in accordance with 37 C.F.R. 1.121(c)(1)(ii).

**IN THE CLAIMS**

1. (twice amended) A method for determining candidates to interview, said method comprising the steps of:

providing pre-determined desired qualities for a candidate, the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills;

generating a database including at least one characteristic for each individual;

normalizing the characteristics, normalizing includes comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison;

displaying results for each individual based on the normalized characteristics; and

selecting at least one candidate to interview.

2. (twice amended) A method in accordance with Claim 1 wherein the step of providing pre-determined desired qualities for a candidate further comprises the step of storing the pre-determined desired qualities for a candidate within the database, the desired qualities include [at least one of] analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

6. (twice amended) A selection system for determining candidates to interview, said system comprising:

a database comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills;

a processor programmed to:

normalize the characteristics by comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison; and

display results for each candidate based on normalized characteristics.

7. (twice amended) A selection system in accordance with Claim 6 wherein said pre-determined desired qualities comprise [at least one of] analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

12. (twice amended) Apparatus for screening candidates to interview, said apparatus comprising:

a processor comprising a memory and programmed to:

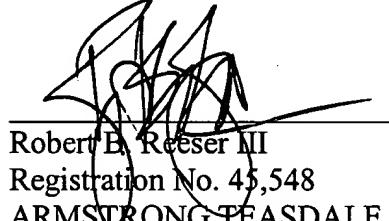
generate a database comprising at least one characteristic for each candidate, and pre-determined desired qualities for a candidate wherein the desired qualities include at least two of analytical ability, self-confidence, initiative, change orientation, and interpersonal skills;

normalize the characteristics by comparing the at least one characteristic to a related pre-determined desired quality, and assigning a value to the at least one characteristic based on the comparison; and

display results for each candidate based on normalized characteristics.

13. (twice amended) Apparatus in accordance with Claim 12 wherein said pre-determined desired qualities comprise [at least one of] analytical ability, self-confidence, initiative, change orientation, and interpersonal skills.

Respectfully Submitted,



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